

Viele Gluckwunsche vor alle,

Mary Ellen and I just returned from leave in Spain and Germany and I guess I'm still stuck in the Europe mode. Anyway, best of everything to you all. It's good to be back and get started on the next Corps Chief Message so, without further ado, here we go. I'll try to use headlines and short paragraphs to make this as easy to read as possible. As usual, there's a lot going on....

A SAD NOTE

We lost a great American Wednesday. Mr. Ron Still, long time AMEDD historian and director of the AMEDD Regimental Office passed away at about 1430. Ron, a great Soldier and great AMEDD Civilian, and was instrumental in getting approval for full civilian membership in the AMEDD Regiment, an action that will come to fruition in the near future. Please keep Ron and his family in your thoughts and prayers....

CONGRATULATIONS

- **Wolf Pack Award:** Congratulations to the Embedded Behavioral Health (BH) Team #2 from Evans Community Hospital at Fort Carson, CO, on being selected as the winners of the 1st quarter, FY 13 AMEDD Wolf Pack Award. The eleven team members, whose team spirit and devotion to the group and its mission led to their success, support a unit of over 4000 Soldiers. They did a great job of managing the BH issues of their brigade combat team and reduced outside BH referrals by a factor of five. This was some great work in an area which has a key impact on the mission of Army Medicine today. This team will compete with the winners of the next three quarters for the FY 13 Wolf Pack of the Year Award.

You can be in the mix for this award too. The next submission deadline is 5 Jan 13 to compete for the 2nd quarter award, so let us know what you and your team have done. Submission information is available on the AMEDD Civilian Corps website

(<https://ameddciviliancorps.amedd.army.mil>) under the "Celebrate Success" link.

- **Strategic Learning Project (SLP):** Congratulations to Mary Ann Van Der Jagt, a Social Worker from the TBI Specialty Care Clinic at Fort Drum, and Kristina Doerflein, an Operations and Training Specialist from Weed ACH at Fort Irwin, who have been selected to execute our SLP for this quarter on the generational differences in our workforce. We look forward to working with you.

- **Civilian Corps History:** Congratulations to MAJ (Ret) Ken Koyle, formerly with the AMEDD Center for History and Heritage and currently Deputy Chief of the History of Medicine Division at the National Library of Medicine, who was recently awarded the Spurgeon Neel Award from the AMEDD Museum Foundation for his paper on the History of the AMEDD Civilian Corps. Ken was a Major on active duty when he researched and wrote the paper on our history. He is now a civilian at the National Library of Medicine at the NIH campus in Bethesda. We'll post a photo soon on the website under "Civilian Corps Photos."

AMEDD CIVILIAN CORPS BOARD OF ADVISORS (BOA)

There has been a lot of interest in the BOA. We continue to get inquiries about it from folks willing to serve. As you know from the last message, we got 12 great folks whose thoughtful enthusiasm made our inaugural meeting a resounding success. In the meeting we did initial team

building, authored and approved the basic Board charter, cascaded the Corps balanced scorecard from the new AMEDD card, validated it, and are in the process of writing the objective statements and developing initiatives. So we're off to a good start. If you are interested in serving, we will begin announcing a rotation cycle in about a year so your opportunity to reapply will come sooner than you think. The process will be very similar to what we used before so you can start thinking about it now. Good luck to you, and many thanks to the initial Board members for a great meeting and some real steps toward our future.

OPPORTUNITIES

- **Commander's Initiative Group (CIG):** Hopefully you saw or heard about the recent communication from TSG regarding the CIG. We will be looking for a great AMEDD civilian in the grades GS-12, 13, or 14 to be a member of this key support team. The announcement with the requirements will come out to the AMEDD Civilian Corps next week. The assignment will be in DC for 2 years, will be a great learning experience for one of our civilians, and will include return rights to the original position. That length of time could create a real hole in the losing operation so we are working with the MEDCOM on ways to fill that gap on a temporary basis. So think about whether this type of an assignment might be for you and keep an eye out for next week's announcement of the requirements.

- **Strategic Learning Project:** The next Strategic Learning Project will be in the second quarter of this FY. You can expect to see the topic in the December Corps Chief's message. Execution (is that the right word???) of the project will likely be in late February or March of 13. Stay tuned.

EDUCATION AND TRAINING

- **Individual Development Plan (IDP):** I still want to emphasize the need for you to do an annual IDP. The IDP is required by MEDCOM policy and the requirement will soon be written into a MEDCOM Reg. Use of the IDP is also an inspection item for the MEDCOM OIP. Folks should do one within 30 days of the end of their rating period—which allows us to spread the effort based on the civilians' grade. The real value, however, is in the individuals making a plan for their own education and training and negotiating that plan with their supervisors. Supervisor approval allows us to validate the training requirement and then seek DA funding to support the validated requirements. While we recognize that not all items on the training plan will get resourcing, in this time of declining resources only validated requirements will have a chance of being funded. Your IDP is how we validate civilian training requirements, so....

- **Competency Matrix:** We often get questions about how to determine things to put on the IDP. Here's a helpful hint. If you go to our Corps website and use the "Managing Your Career" link on the lower left, you'll see the AMEDD Competency Model in the drop down menu. The model is a spreadsheet that lays out competencies, with definitions and associated tasks, expected of our civilian employees. The competencies are broken down on a number of categories on the tabs at the bottom of the page. The tabs list the competencies and the tasks that make up each one. You and your supervisor can use the tabs that apply to you as a sort of checklist against which you can evaluate your own capabilities. An honest assessment will tell you that in some areas you'll be strong and in others maybe not so much.... The latter are ones you should address on your IDP. To help with that, in the column next to the task is a course

name from our Civilian Life Long Learning (CL3) Program that can help you address that part of the competency. That course would be a good one to put down for yourself on your IDP. Get the picture?? So you can build your IDP pretty easily that way. The formula looks a bit like this: AMEDD Competency Model + Honest Self Assessment + Supervisor Approval = Good IDP! Of course you're not limited to the CL3 as a source of training but it's a good place to start. And we all know where to find it, right...? Go to the Corp website (STOMP, STOMP) and use the "Training and Development" link—bottom left—and CL3 is the first item on the drop down menu. Good luck!

WHAT'S GOING ON

- **Health Card:** We've developed a small health card for the Civilian Corps that addresses TSG's three primary "Healthcare to Health" focus areas—Activity, Nutrition, and Sleep plus Behavioral Health. You can access a downloadable file under "Health and Wellness" on the AMEDD Civilian Corps website. The card gives you some good references for health and wellness info for you and your family.

- **Civilian Workforce Transformation (CWT):** In past messages I've tried to keep you up to date on the CWT as we work with DA to move our civilian workforce forward. CWT reflects Army's long-term investment in the Civilian Corps and the commitment to developing and acquiring civilian employees to meet the future needs of the Army. We continue to work those issues for you. Here's a quick overview of what's been done and where we're headed. Completed initiatives include:

- Increase Army Career Programs from 24 to 31 (We have 26 represented in MEDCOM.)
- Map all civilian positions to a Career Program.
- Create Career Maps for all occupational series (For CP 53 alone that was 105 maps.)

We will be working in FY 13 to implement additional CWT initiatives, to include:

- Creating Army Civilian Training, Education, and Development System (ACTEDS) Plans for each Career Program. ACTEDS plans are similar to Career Maps, but provide in-depth guidance on Army-wide training, education and development requirements from entry level to the executive level. ACTEDS Plans are available at <http://cpol.army.mil/library/train/acteds>. You might be interested to know that most CPs are limited to one ACTEDS Plan for their workforce. However, our CP53-Medical workforce is so diverse; we are grouping the occupational series into 7 ACTEDS Plans. Our CP53 Proponent Office is working to complete these ACTEDS Plans in FY13.

- Identifying requirements-based workforce training, coordinating HQDA funding, monitoring program execution, and conducting post ACTEDS-funded training Return on Investment (ROI) analyses.

- Identifying and coordinating centrally funded intern requirements (Intern is still being defined for CP 53.)

- Collaborating with DoD to create competencies for CP53 Mission Critical Occupations (MCOs). This includes assessing skills and competencies of the workforce (through surveys) against those needed for mission performance to identify gaps. We will then develop strategies to address identified gaps. Lots of work to do yet but it's a good start.

- **Safety, Safety, Safety!!** You know I never miss a chance to talk about SAFETY!

Our greatest resources are our people who come to work every day and focus their efforts on contributing to the mission of Army Medicine. MEDCOM has begun a path to recognizing the great work our people do in regards to employee safety. The TSG has endorsed OSHA's Voluntary Protection Program (VPP) as the MEDCOM's Safety Management System. This unique program requires demonstrated leadership commitment and employee involvement to mature the compliance driven day to day employee safety program to one in which all stakeholders, Soldiers, Civilians, and Contractors, are empowered to become integral parts of the program. We will change our focus from a constant series of corrections to simply doing the right things right. MEDCOM is leading not only the Army, but DoD in this endeavor. You'll see more information coming soon. Already, two of our health clinics in the European Regional Medical Command, Illesheim and Livorno, have gone through the program and received recognition from the Department of the Army for a "World Class" safety and health management system. Congratulations to them on this success!

- VERA/VSIP: If you are interested, MEDCOM has some VERA/VSIP allocations for FY 13. There is an announcement on the street and you can contact your HR staff for info.

- Enterprise Email: If you haven't heard, the Army, in fact DOD, is going to a new enterprise email system. Much of the Army is already using it. The AMEDD is due to start transition on or about 16 or 17 December. Instructions will be coming out. For now, suffice it to say that it's important for lots of reasons that you get, interpret, and follow the instructions that come down on how to execute (it is the right word here!!) the process. My selfish reason for asking that you do that is that we expect some challenges in developing/transitioning the mailing list for these Corps Chief messages. In addition to those challenges we know that those who, for whatever reason, don't get converted to the new system are likely to fall off our distribution list, so please work hard on your conversion so we can continue to communicate with you. Two other related thoughts:

1. There will be one more message out under the current email system—that means on or before 15 December. New folks who come in under the new email system may not be picked up on our distribution list as easily as they are now so please share messages coming out after that date with those around you.
2. NO!!! The new system is not carte blanche for you to get off my distribution list by not converting!! So if that's where you're headed..., well you get the picture....

A FEW CLOSING THOUGHTS

- We are very interested in trying to cover what you want to know about in these Corps Chief messages. Please let us know and we'll give it a shot.

- Please don't forget even now to share these messages with your colleagues BOTH civilian and military. The info can be helpful to all our Team members.

- We're always looking for success stories to put up on our website. When you have something neat (am I dating myself??) that happens to you or one of your coworkers, please let us know and we'll let the world know.

- This is the last message I'll send out before the yearend holidays begin. We in the Corps Office wish you and yours a wonderful and happy Thanksgiving Day filled with family, fun, and blessings. We have so much to be grateful for in this country and this is a great holiday for stopping just a minute to recognize and be thankful for being citizens of the greatest country on earth. Thank you so much for what you do every day to build the Army Medicine Team's success story. I'm proud to be among you....

Sincerely,

gregg

Gregg Stevens, SES
Chief, AMEDD Civilian Corps